

Gender Pay Gap Report 2021 - 2022

Cygnia Logistics, part of the Wincanton Group, is a service provider to a fast moving and diverse customer base, which specialises in E-commerce. We deliver bespoke services that make our customers successful. As employers, we bring together people from a wide range of cultural backgrounds bringing with them a wealth of skill & experience.

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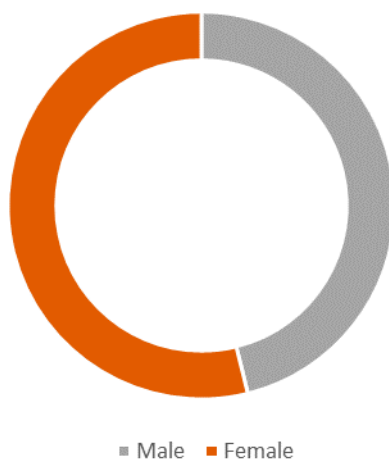
Cygnia Logistics Median Gender Pay Gap of 8.2% is an improvement on the 10.9% gap reported 12 months ago, and the Mean Gender Pay Gap has also improved moving from 18.1% 12 months ago to 13.3% in April 2021.

Median Gender Pay Gap 2021/22 = 8.2%

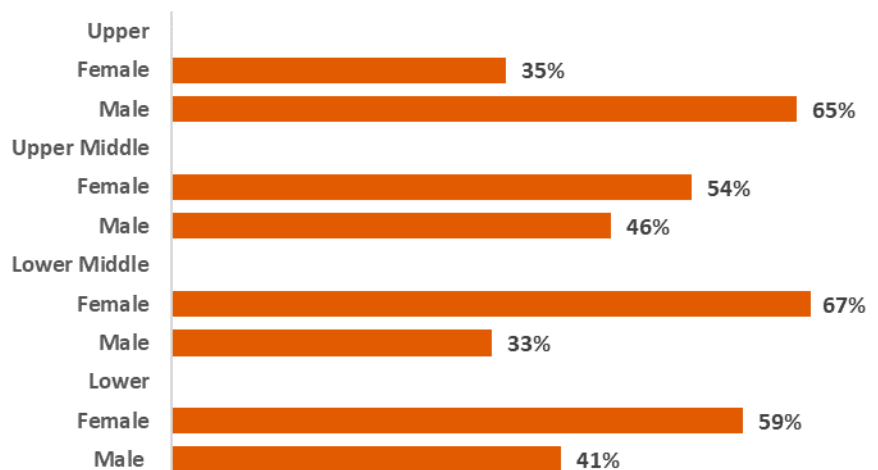
Mean Gender Pay Gap 2021/22 = 13.3%

Cygnia continue to have a good gender split, with 54% representation of female employees in April 2021. This is a positive; this year has seen levels of female employment reduce in the lower quartile and grow in the upper middle quartile, compared to last year, this change has been reflected in the decrease seen in the overall Cygnia Gender Pay Gap.

Cygnia Employees



Pay Bands by Quartile



Increasing the number of women in our management roles is a key goal for our business with the majority of colleagues at Cygnia in operations. This will help ensure Cygnia has a balanced gender mix across the business. The Company continues to deliver diversity training to all colleagues to better equip our colleagues in understanding the importance of diversity in the workplace. Now as part of the wider Wincanton Group we can work on a greater scale to make sure that colleagues get the opportunities for progression that will help grow a more diverse workforce for Cygnia.